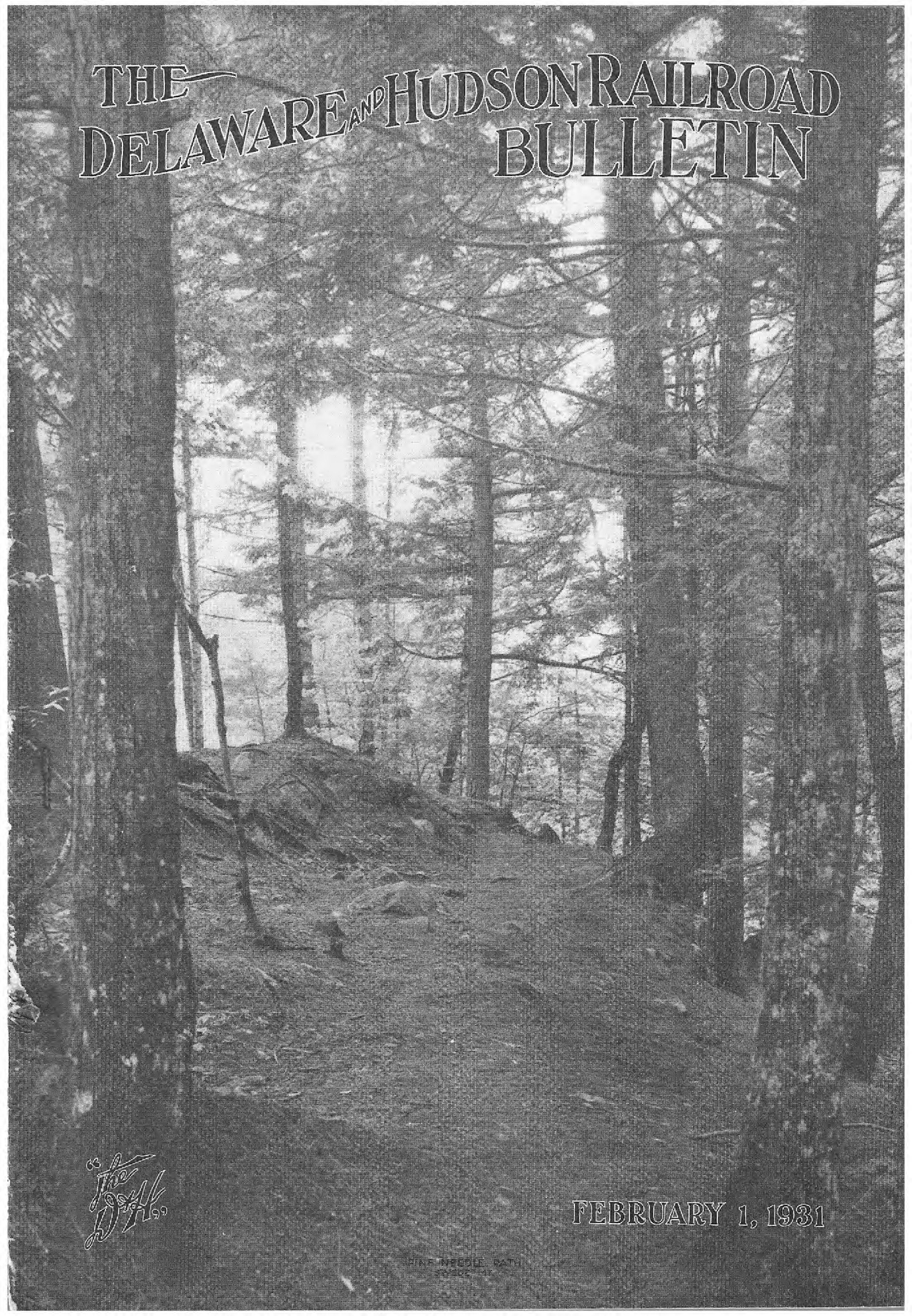


THE DELAWARE AND HUDSON RAILROAD BULLETIN



*The
D&H*

FEBRUARY 1, 1931

Friendship



*The greatest business in all the world
Is that of making friends,
In fact, no business on the street
Pays bigger dividends.*

*For life is more than stocks and bonds,
And love than rate per cent;
And he who gives in friendship's name
Will reap as he has spent.*

*Life is the great investment,
And no man lives in vain
Who guards all of his friendship
As a miser would his gain.*

*Then give to the world a welcome
Each day whate'er it sends,
And may no mortgage e'er foreclose
Our partnership as friends.*

—ANON.





The

DELAWARE AND HUDSON RAILROAD

CORPORATION



BULLETIN

Vol. 11

Albany, N. Y., February 1, 1931

No. 3

Rode Westinghouse Special

Veteran Piloted Crew on Tests of First Train Equipped With "Quick Acting" Brakes

WHEN George Westinghouse completed his first successful "quick acting" automatic air brake for rolling stock, he faced the task of selling this new idea to skeptical railway officials. His assertion that with it he could completely control a fifty-car train was openly questioned in many quarters. He had so much confidence in his device, however, that he bought fifty freight cars, of all the different types then in use, leased two locomotives from the Chicago, Burlington, and Quincy, and "borrowed" two engine crews to operate the train. Thus equipped, he started on a six-months' trip to give demonstrations on the major rail lines of the country.

When the "air brake special" reached Syracuse on the New York Central, Engineman FRED E. BEACH, (later employed by the Cooperstown and Charlotte Valley Railroad, and subsequently, The Delaware and Hudson Company, for a total of thirty-five years), was called to pilot it from that point to West Albany.

From the very start of the test trip, MR. BEACH was amazed at the way a train could be handled with the new "quick acting brake." To an engineman who was used to "straight air" on the engine and perhaps only four or five cars in a

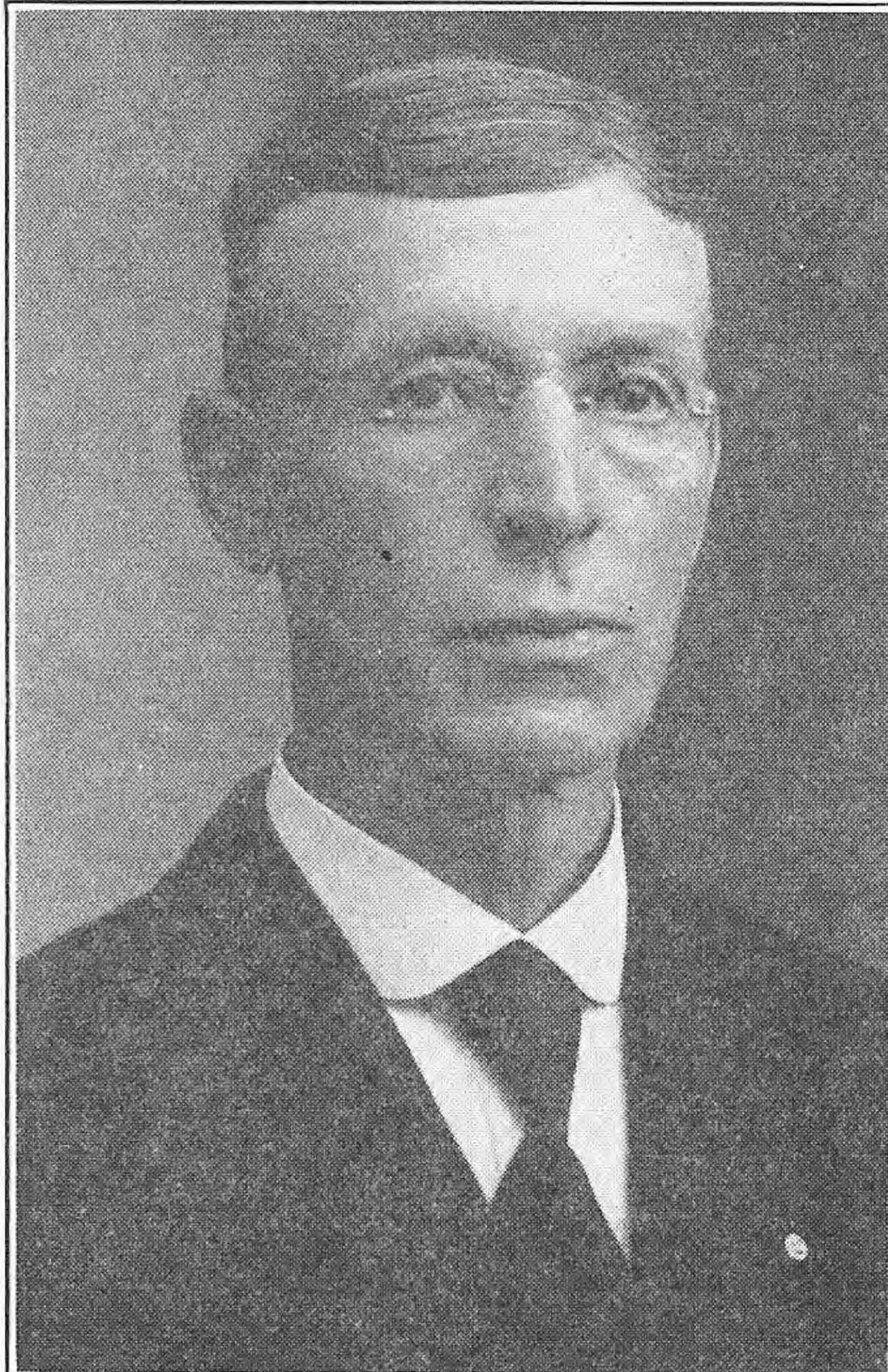
twenty car train, the action of this new equipment seemed little short of miraculous.

Leaving Syracuse the engine crews began to experience trouble—not with the brakes, but with their fires.

Nothing but an exceptionally high grade bituminous coal, which left practically no ash, had ever been burned in them before. On this account, they had only one "drop" grate, situated at the extreme front end of the fire box. When they took on coal at Syracuse, they were supplied with fuel which was ordinarily used in engines with a number of "drop" grates. Consequently, by the time they reached St. Johnsville, the fire in one engine was completely out and the steam on the other was so low that they had to stop to rebuild the fires. Two sections of the wooden fence which then lined railroad rights of way, served admirably for kindling wood.

While they were waiting at St. Johnsville a

man walked up from the coach at the rear of the train to find out what was causing the delay. He laughed when the difficulty was explained by one of the enginemen. After the stranger had gone back to the coach, the engineman remarked that that was George Westinghouse, the inventor of



FRED E. BEACH

The Delaware and Hudson Railroad Bulletin

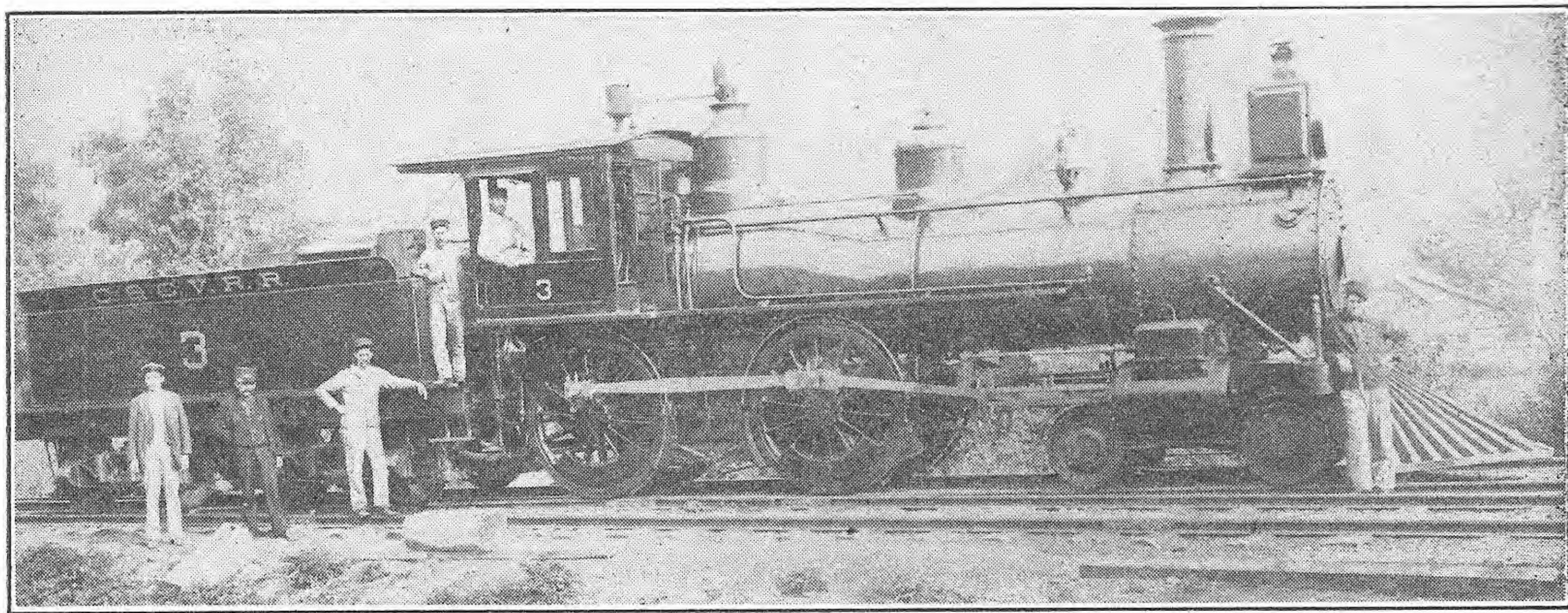
"straight air," "automatic air," and "quick acting automatic air" brakes.

There was a long delay at West Albany while the yardmasters were figuring where they were going to put a train of the unheard of length of fifty cars. During that time MR. BEACH walked back along the train, inspecting it as he went. Mr. Westinghouse invited him into the coach to see the gauges used by his force of ten men for gathering test data. When MR. BEACH started to go, Mr. Westinghouse handed him a small wad of paper. He was so interested in the conversation that he didn't even look to see what it was. Some time afterward he thought of it and found that it was a five dollar bill.

The following day, and for a number of days thereafter, the special train was tested on the steep grade west of the Albany passenger station. The train was run at top speed and then the brakes

Hudson Freight house at Oneonta when a passenger train arrived at the depot. From that day on he had but one ambition in life: to become a locomotive engineman. Almost daily he spent his time out of school at the railroad station watching the trains stopping, starting, and passing by.

Among his schoolmates in the district school at Emmons was a boy named Clark Couse. While they were associated with each other during the day, at night they went their separate ways and were never anything more than casual acquaintances. Forty years later, MR. BEACH'S conductor on the Cooperstown Branch was a man named Clark Couse. The name was so familiar to him that MR. BEACH showed a list of the pupils in the old district school to Mr. Couse, pointing out his name. MR. BEACH'S idea that his former schoolmate and present conductor were the same man, was then confirmed.



"A Four-Wheeler Equipped With Vacuum Brakes"

were thrown into emergency, or lesser reductions in train line pressure were made, to determine the braking distance.

MR. BEACH likes to think, however, that his railroading career began and ended on The Delaware and Hudson. Although born at Cooperstown, in 1858, he grew up and went to school at Emmons, N. Y., about two miles north of Oneonta. In that day, Emmons was a regular Delaware and Hudson station where a thriving business was carried on. The reason for this was that the Ulster and Delaware Railroad then terminated at Bloomville and the territory between that point and Oneonta was served by teamsters who hauled merchandise and freight from Emmons station on The Delaware and Hudson to the villages in the valley now served by the Ulster and Delaware.

When about seven years of age, FRED was one day waiting for his father at the Delaware and

For a number of years after leaving school MR. BEACH worked on a farm and later, in 1878, in the Schenectady Locomotive Works (now a part of the American Locomotive Works.) However, his ambition to become an engineman never waned. In December of that year MR. BEACH entered the employ of the New York Central as fireman, running out of Utica. Eight years later he was promoted to the rank of engineman.

When promoted, an engineman then received \$2.50 per day for his first 365 days of running. It took MR. BEACH four and one-half years to serve his first "year" as engineman. His pay was then increased to \$3.00 per day for one calendar year, and after that he received standard engineman's pay, \$3.50 per day. "Of course," MR. BEACH added with a smile, "a dollar was worth 100 cents then; it doesn't go so far now."

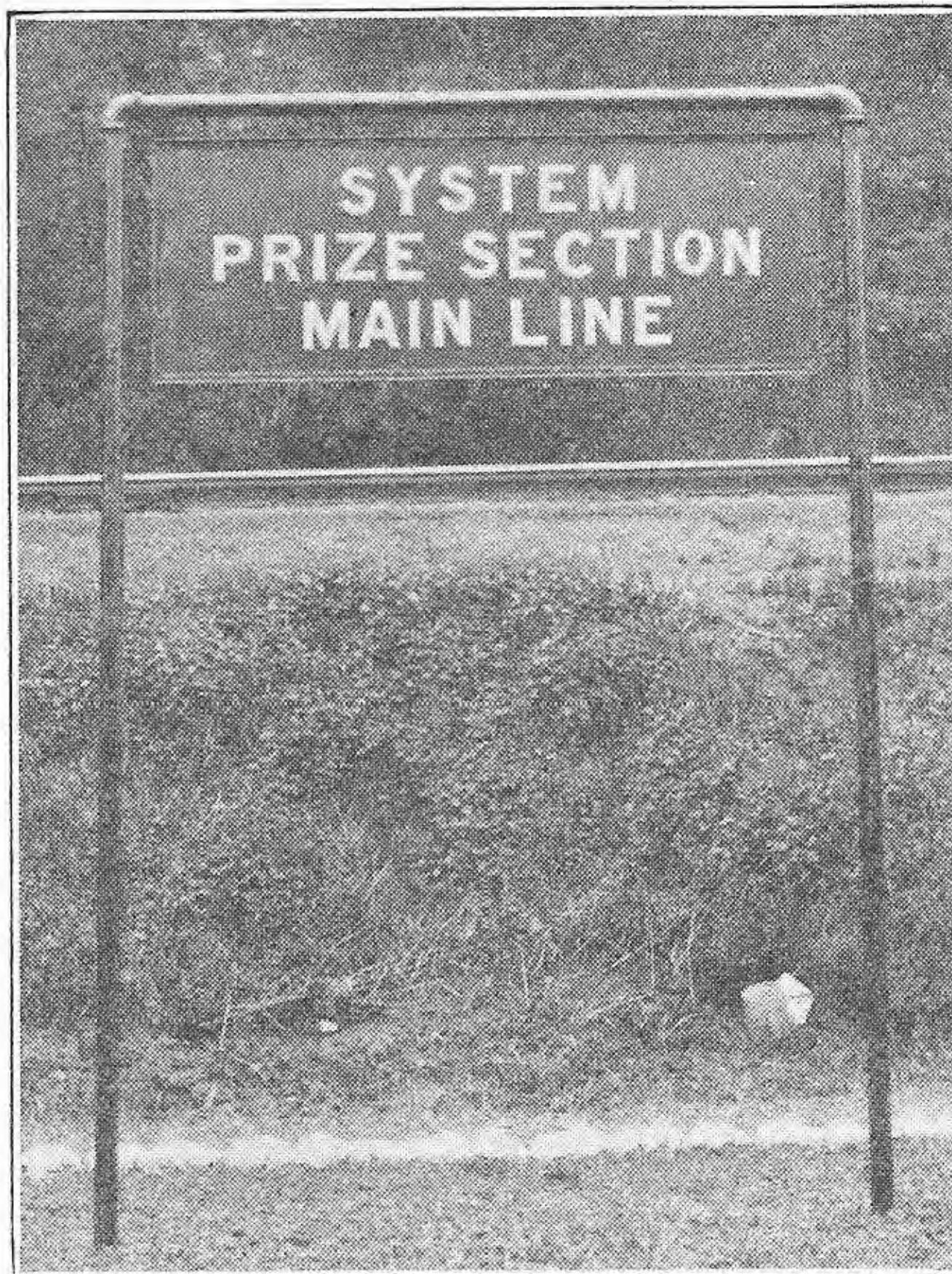
(Continued on page 43)

Champlain Division Section Wins 1930 Track Prize

WITH the awarding of the prizes for the Fifth Annual Track Inspection, covering the calendar year 1930, the distinctive honor of having what was officially judged to be the best main line section, so far as the physical condition of the track and the efficiency with which it was maintained are concerned, fell to the Champlain Division. Section 14, Sub-Division "K," at Douglass, N. Y., of which G. LECLAIR is Foreman, earned a rating of 102.35, thereby winning first prize. (A description of the method used in arriving at the final ratings was printed in the March 15, 1928, issue of *The Bulletin*).

The competition for this position was especially keen during 1930, G. CICCONE, of Plattsburg, placing second with 102.30, while F. MAZZARELLA, of Sidney, who won first prize last year, was third with 101.45. This reflects the vast improvement in track conditions which has taken place since the prizes were first awarded in 1926. The general average for the entire system during that year was 71.4. By 1929 it had gone up to 89.00, and last year nearly two points more were gained when the figure was 90.74. This truth is further proven by the fact that in 1926 the highest rating for any section on the entire system was 97.2 while in 1930 seven main line and two branch line sections earned averages in excess of 100.

This is the second time that a section on the Champlain Division has been selected as the finest on the system. In the other three years since the prizes were instituted, Susquehanna Division sections have held the honor twice, and the Saratoga Division, once. The winners previously were: Section 9, Sub-Division "E" Susquehanna



Sign Denoting Prize Section

Division, Schenectady, in 1926; Section 8, Sub-Division "L," Champlain Division, Cooperville, 1927; Section 14, Sub-Division "F," Saratoga Division, Ballston, 1928; and Section 8, Sub-Division "C," Susquehanna Division, Sidney, in 1929.

Following the announcement of ratings on the system, by the Engineer Maintenance of Way, the sign shown in the accompanying illustration was transferred from Sidney to Douglass where it will remain for the balance of 1931. A similar sign is displayed by each of the winning

Main and Branch Line sections of each Division. In addition, plaques to be displayed on the walls of tool houses during 1931 are awarded to all Prize Winners.

One of the interesting features of the competition in 1930 was the improvement in the condition of a number of sections. Particularly outstanding was the record of Section Au-1, located at Peru, on the Ausable Branch, of which H. DESO is Foreman. In the 1929 contest, the final rating of this section was 82.85; by the time of the 1930 track inspection its average had increased to 100.23, an improvement of 17.38 points in a single year. It therefore not only won the award for the greatest improvement on its division, but also the best branch line prize. Similar increases in averages were shown by each of the sections winning "Greatest Improvement Prizes."

In amount this year's awards were the same as in the previous year.

The detailed list of the winners in 1930, their locations, ratings, and cash prizes, follows:

The Delaware and Hudson Railroad Bulletin

BEST MAIN LINE SECTION—SYSTEM

Name	Prize	Amt.	Division	Sub. Div.	Section	Location	Average
G. LeClair	1	\$50.	Champlain	K	14	Douglass	102.35
G. Ciccone	2	25.	Champlain	L	3	Plattsburg	102.30
F. Mazzarella	3	15.	Susquehanna	C	8	Sidney	101.45

BEST BRANCH LINE SECTION—SYSTEM

H. Deso	1	100.	Champlain	L	Au-1	Peru	100.23
J. Baker	2	75.	Champlain	L	Au-2	Ausable Forks	100.19
V. Santarcangelo	3	35.	Saratoga	F	B-1	Ballston Lake	98.89

BEST MAIN LINE SECTION

Champlain Division

G. LeClair	1	100.		K	14	Douglass	102.35
G. Ciccone	2	60.		L	3	Plattsburg	102.30
S. Dismone	3	35.		K	9	Port Henry	100.80

Saratoga Division

F. Parillo	1	100.		F	14	Ballston	101.26
S. Mattrazzo	2	60.		H	1	Saratoga	99.74
G. Cefferillo	3	35.		F	10	Mechanicville	99.37

Susquehanna Division

F. Mazzarello	1	100.		C	8	Sidney	101.45
W. W. Buchanan	2	60.		C	4	Otego	101.35
L. Delasco	3	35.		E	9	Schenectady	101.03

Pennsylvania Division

L. Dillelo	1	100.		C	2	Center Village	99.83
W. Warner	2	60.		C	5	Tuscarora	99.80
C. Vandenburg	3	35.		C	4	Windsor	98.67

FIRST CLASS YARD SECTION—SYSTEM

A. Powell	1	100.	Susquehanna	C	1	Oneonta	90.81
S. Altier	2	75.	Pennsylvania	A	11	Green Ridge	85.63
A. Altieri	3	35.	Susquehanna	E	6	Glenville	85.48

SECOND CLASS YARD SECTION—SYSTEM

T. Pasquarell	1	100.	Susquehanna	E	7	Schenectady	91.68
B. Lorado	2	75.	Champlain	L	4	Plattsburg	91.34
J. Orolgio	3	35.	Susquehanna	E	18	Delanson	88.62

*SECTION SHOWING GREATEST IMPROVEMENT

H. Deso	1	50.	Champlain	L	Au-1	Peru
J. Baker	2	25.	Champlain	L	Au-2	Ausable Forks
J. Corsall	1	50.	Saratoga	H	Lg-5	Lake George
I. W. Ross	2	25.	Saratoga	I	9	North Creek
C. Mahar	1	50.	Susquehanna	D	8	Seward
D. Tucie	2	25.	Susquehanna	D	21	Cooperstown
N. Vendrone	1	50.	Pennsylvania	A	10	Scranton
J. E. Mutchler	2	25.	Pennsylvania	C	6	Lanesboro

*Sections showing greatest improvement are based on physical marks.

The Judge—"This lady says you tried to speak to her at the station."

Salesman—"It was a mistake. I was looking for my friend's sister, whom I had never seen before, but who's been described to me as a hand-

some blonde with classic features, fine complexion, perfect figure, beautifully dressed and ——————"

The Witness—"I don't care to prosecute the gentleman. Anyone might have made the same mistake."—*Two Bells.*

The Job of Getting a Job

What You Owe Your Boss and What He Owes You—an Interview With President Loree

By WILLIAM S. DUTTON

(Reprinted by special permission of *The American Magazine*)

AT a large employment agency in New York, during a recent month, more than 31,000 persons ranging from clerks to high-salaried executives filed applications for jobs.

During the decade now ending it is estimated that upwards of 3,000,000 Americans were forced by circumstances they could not control to abandon their old pursuits and to seek radically new ones in strange fields.

Knowledge of how to get a job is rapidly becoming almost as important as the knowledge of how to hold one. Mergers, new machines, new products, new methods, and a future promising even vaster upheavals, are making jobs more precarious than ever before in history.

"No job-holder, however high his title, great his skill, or long his experience, is secure in this day against the vicissitudes of progress," was the blunt warning given me by LEONOR F. LOREE, noted railway executive, corporation director, and life-time student of jobs and men. "The future, if anything, is going to give emphasis to this fact," he added.

So I sat down with MR. LOREE to talk job-getting, an art in which not one person in fifty is proficient and which not one in ten thousand relishes. MR. LOREE is an expert on the subject. Apart from being president of the Delaware and Hudson Company, an officer or director in fifty-eight other large corporations, and one of the country's foremost employers, he is president of the National Employment Exchange of New York.

The Exchange is the largest job-finding organization of its kind in the world. Organized in 1909 by a group of powerful industrial and financial leaders, of which LOREE was one, it concerns itself mainly with office workers, technical men, executives, and others of the unorganized white-collar grades in search of work. It has placed over 185,000 men and women in salaried posts ranging up to \$25,000 per year.

"The unemployment subject," MR. LOREE went on, "is one that few like publicly to discuss. Unless the detachment and clarity of a physician diagnosing a malady is assumed, the result is worse

than useless; if that scientific position is taken, charges are made of lack of sympathy, indifference, and things much worse. Nevertheless, any person who is dependent upon a job these days will do well to face the facts as they are. Looking ahead, we must face the certainty that, along with unparalleled changes in things and methods, our own jobs are going to change as radically. New jobs will be made and old ones wiped out. As workers, we shall have to meet new demands. Many of us will be forced to seek new work.

"Instead of resenting change, or blinding ourselves to its imminency, we should be foresighted enough to be ready for it. A competent man who knows not only how to hold a job, but how to get a new one, if necessary, has little reason to fear change. A new job is the best remedy for the loss of an old one."

First Rule in Job-getting

"**W**HAT is the first rule in job-getting?" I asked?

"The first rule is to understand the fact that employment is strictly a business proposition and an exercise of free will on both sides," was the reply. "The employer has work to be done. The job-seeker has service to sell. The service is of value only to the extent that it can be utilized profitably. Broadly speaking, it is a commodity. The job-seeker is a salesman.

"This seems evident enough. Yet the average job-seeker seems to overlook the rule entirely. He makes the mistake of failing to analyze the service that he has to sell, and often he is even in doubt as to what he wants to do. This is especially true of an applicant who aspires to an executive grade. He seems to feel that he can bring down bigger game with a shotgun than with a rifle.

"Take a typical case: Call the man Murphy. He had been earning better than twenty thousand dollars a year, which was the first fact that he stated in filing his application for a job. The second fact that he stated, in answer to a question on the application form, was a desire to be employed as a 'General Executive.' Thereupon he

The Delaware and Hudson Railroad Bulletin

grew indignant and refused to answer the other questions dealing with his previous experience and qualifications.

"I can prove to you," he argued, "that my earnings have been in excess of twenty thousand dollars a year. I'm no ordinary clerk or carpenter, or I wouldn't have earned that salary."

"In brief, he felt that any employer upon being convinced of his previous earnings would take his ability for granted and jump at the chance to make a place for him. Men don't buy expensive articles in that fashion. There is no such position in business as that of 'general executive,' except possibly the job of president—and the presidency seldom goes begging in the job market.

Murphy's Operating Cost

"NOW, let us suppose, for the sake of illustration, that Murphy is a machine, that the machine's operating cost is twenty thousand a year. No salesman worth his salt would think for a moment that he could sell that machine on the strength of its cost to the customer. He would begin by describing what the machine could do. Nor would he ask the customer to take his word for this. He would be fortified by figures and facts backed by actual tests under working conditions in other shops. Furthermore, he would definitely indicate how the machine might be put to a profitable use in the customer's factory. He would invite full investigation of his claims. Not until he had shown the machine's worth to be thirty, forty, or fifty thousand a year would he mention its cost.

"A competent salesman first locates a possible buyer of his product. Next, he makes a study of the prospective customer's needs. Then he tries to show that his particular product will fill one of those needs. He assumes no obligation upon the part of anyone to buy, but does seek to create a desire to buy.

"Murphy, who did have ability, was finally brought to this viewpoint, the business viewpoint of employment. And so eventually he was able to sell his services. It developed that he had been a district sales manager of a large company in the electrical appliance field. The company had been absorbed by another and the two sales organizations consolidated. In the consequent reduction of the force, Murphy had been let out. He was bitter and his vanity had been hurt, for he had a record which he felt justified his retention.

Fails to Sell Himself

"ONE of the experts of the Exchange, who knew human nature, challenged the record, with the result that Murphy dug into his files to

produce documentary evidence of it. Even that wasn't enough. Our expert made Murphy detail his career back to his initial job with a soap factory. Then this mass of detail was analyzed. It revealed four or five main achievements in which an employer would be interested. A radio manufacturer needed a sales manager in the West, and Murphy got the job simply because he was able

Traffic Men

Visit to the Fast Developing Port Features



Delaware and Hudson Tra

FOR the first time in the history of the Company the full strength of the Traffic Department's General Agents and traveling men assembled in Albany for a three-day conference, January 6-8, inclusive. Including the officials from the Albany offices the assemblage totalled nearly 60 men.

A luncheon at the DeWitt Clinton Hotel on the first day of the meeting, and an inspection trip to the Port of Albany on the following day, were among the outstanding events of the session.

COLONEL J. T. LOREE, Vice-President and General Manager, addressed the Traffic men, giving a very interesting and instructive talk. He also attended the luncheon at the DeWitt Clinton, as did H. F. BURCH, Assistant General Manager, and G. D. HUGHEY, Superintendent of Transportation.

Prior to the visit to The Port, Hon. Peter G. Ten Eyck, Chairman of the Port of Albany Dis-

to show by concrete evidence certain definite qualifications."

"It seems odd," I said, "that Murphy couldn't apply his knowledge of salesmanship to his own problem."

"Few salesmen do," said MR. LOREE. "There are several reasons for this, reasons that apply to the job-seeker in general. The man who is com-

elled to seek new work is usually in a discouraged state of mind. The chances are that he lost his former job unexpectedly. Unemployment finds him unprepared financially and mentally. He is facing a major crisis in his affairs, with his self-assurance shocked, his morale at low ebb. The human tendency is to regard his own problem as the most important in the world. He forgets the employer's problem.

"There is nothing so befuddles a man as to have what seemed to be security swept from under him. This is especially true of men in the upper grades. The bigger the job the more prone is the holder to entertain a notion that he is fixed for life, and he goes into a blue funk when suddenly brought to a realization he isn't secure at all.

"Incidentally, I believe that this latter fact had much to do with disturbing business this year. We had been passing through a period of mergers. The urge to merge permeated the whole business structure. Workers, from presidents on down to clerks, were suddenly impressed by the insecurity of their positions. The result was a tremendous loss in effectiveness at a time when business needed it most."

Stating Your Case

"I ASKED Mr. Loree to outline, step by step, the procedure a job-seeker should follow in presenting his case.

"First, he should analyze his record," he said. "Not one in a hundred can do this fairly without assistance. If I were in his place I would go to a reliable expert in the contracting of men's services and abide by his advice. If that were impossible, I would go to a friend or some other who knew something of me and upon whom I could depend for unvarnished judgment, and get an honest appraisal of myself. In any event, I would try to see myself as an employer might."

"Whether or not expert aid is enlisted, the question of 'What have I to sell?' must be answered. The qualification most readily sold is a past experience which indicates an ability or capacity for a definite kind of work plus alertness to change and improvement. The real answer to this question, then, is found in the answer to a second one: 'What have I done best?'

"Here is where the average job-seeker stumbles at the outset. He wants the employer to do the analyzing, the advising and deciding. One out of every two applicants insists that his is a special case, the details of which he can't possibly present with justice to himself in writing. This is plain admission that he has given his problem no concrete thought. Anything that has been

(Continued on page 45)

Meet in Albany

Three Day Meeting of "Business-Getters"



affic Men at Albany Meeting

trict Commission, gave a very interesting talk on its development to date, and future traffic possibilities. Chartered buses then conveyed the party to the scene of the activity. Here they were met by E. P. Goodrich, Consulting Engineer for the Commission, who accompanied them on their inspection of the facilities, fully explaining details of the development and operation.

The business sessions of the conference were presided over by C. E. ROLFE, General Traffic Manager, and J. E. ROBERTS, Assistant General Traffic Manager. The large variety of subjects docketed for consideration gave the men of each district an opportunity to discuss their particular problems in relation to those of the others attending the conference.

The meeting closed with a unanimous expression of opinion that it was the best ever held, the traffic men returning to their various fields filled with new vigor and enthusiasm.

Over 300 Veterans at Albany Conclave

*Election of Officers and Other Business Transacted at Enthusiastic Annual Meeting
Held in Odd Fellows Hall, Sunday, January 11*

AT their annual meeting for the election of officers, held in Odd Fellows Hall, Albany, Sunday, January 11th, the members of The Delaware and Hudson Veterans' Association unanimously re-elected all three of its officers to serve during the year 1931. Over 300 veterans and their families were in attendance, the majority having arrived on the special train from Wilkes-Barre, at 1:30 p. m.

In opening the business session President H. N. ATHERTON requested the assembly to join in repeating the Lord's Prayer. After the reading of the minutes, which followed, Secretary W. J. HILL was called on for his annual report. In it a total membership of 1,356 was reported, 48 candidates having been accepted during 1930. At the request of the President, the veterans then stood for one minute in silent prayer for those of their number who had passed away since the first of last year.

Reporting for the committee appointed to decide whether the association would continue to send flowers to the families of deceased veterans, or substitute a certificate, N. S. BURNS advised that the latter had been decided upon, copies having been procured and distributed since July 1, last.

Expressions of regret at being unable to attend the meeting on account of illness were made for

Past President MARTIN CRIPPEN and CHARLES RYNDES, of Otego, by friends who were present.

The meeting adopted the resolution of the Executive Committee and Member Roads of the Association of Railway Executives, relating to unfair or subsidized competition of motor buses and trucks.

Following the re-election of President H. N. ATHERTON, Secretary W. J. HILL, and Treasurer F. H. BAKER, all appointive officers and committees were requested to continue in office for the coming term. In addition the office of Vice-President was tendered to FELIX DALY, Plattsburg; JOHN GILLIGAN, Carbondale; J. B. SAMPSON, Carbondale; and T. S. KELLEY, Wilkes-Barre; and J. J. FINNEGAN, of Plattsburg, was asked to serve on the Executive Committee. All accepted the appointments.

During the discussion of new business, a number of locations for the annual dinner and outing were mentioned. President ATHERTON recommended the new Chamber of Commerce Building in Scranton, Pa., and E. W. LALOR expressed the opinion that a more centrally located point would be more satisfactory. It was pointed out, however, that the decision remained with the Executive Committee, which was requested to report its choice at the April business meeting.



As the Veterans Left the Special Train

At the close of the meeting a rising vote of thanks was extended to the management for the special train and dining car furnished the Association.

Rode Westinghouse Special

(Continued from page 36)

While in Cooperstown in 1886, MR. BEACH was talking with President D. E. Siver, of the Cooperstown and Charlotte Valley Railroad, whom he had known for a number of years. Mr. Siver suggested that he apply for the position of engineer on a train they proposed to put in operation shortly thereafter. Although there was then only one train on what is now our Cooperstown Branch, business at times warranted another. Upon returning home to Utica, MR. BEACH wrote a letter to Mr. Siver, applying for the position.

Six years later, late in 1892, he received a reply from the Master Mechanic of the Cooperstown and Charlotte Valley Railroad, asking him if he still wanted the job. He immediately went to Cooperstown and hired out, assuming his new duties on December 21, 1892.

MR. BEACH'S first engine on what is now our Cooperstown Branch, was the Number 3, a "four-wheeler" equipped with vacuum brakes. In operation, vacuum brakes worked directly opposite to "straight air." Instead of using compressed air to actuate the piston, the action of atmospheric pressure on a collapsible hard rubber cone, from which the air had been withdrawn, was utilized.

To apply these brakes a lever in the cab was operated, causing steam to pass from the boiler

out into the atmosphere through a muffler on top of the cab. This escaping steam created a vacuum in the rubber cone through a siphon pipe connected with the steam pipe, causing the cone to collapse with immense force. Through a system of arms and levers this power was applied to the brakes. To release them, air was permitted to return into the cone through another valve. Inasmuch as the rate of the air's passage back into the cone could be closely controlled by the engineman, the vacuum brake operated very satisfactorily on an engine. However, when automatic air brakes for cars were devised, the vacuum brake rapidly disappeared in this country. It is still used, however, in some foreign countries.

When The Delaware and Hudson Company took over the Cooperstown and Charlotte Valley Railroad on July 1, 1903, MR. BEACH automatically became an employee of our company. He continued in its service until March 1, 1918, when he was obliged to retire on account of poor health. Since that time he has made his home in Oneonta, at present residing at 6 High Street.

A curious little boy was watching a car being loaded at the station, and later inquired: "Why do they call it a shipment when it goes in a car and a cargo when it goes in a ship?"

Book Fiend: "Have you a book in stock called 'Man, the Master'?"

Clerk: "Fiction department is on the other side of the shop, sir."



Upon Arriving in Albany for the January Meeting

===== **The** =====
Delaware and Hudson Railroad
CORPORATION
BULLETIN

Office of Publication:
DELAWARE AND HUDSON BUILDING,
ALBANY, N. Y.

PUBLISHED semi-monthly by The Delaware and Hudson Railroad Corporation, for the information of the men who operate the railroad, in the belief that mutual understanding of the problems we all have to meet will help us to solve them for our mutual welfare.

Permission is given to reprint, with credit, in part or in full, any article appearing in **THE BULLETIN**.

All communications should be addressed to the Supervisor of Publications, Delaware and Hudson Building, Albany, N. Y.

Vol. 11

February 1, 1931

No. 3

Did You Get Your Index?

SEVERAL of our readers have requested copies of the Index to articles appearing in *The Bulletin* during the year 1930. Additional copies are still available and will be sent free on request. We also have a supply of the various issues of *The Bulletin* for 1930 and previous years, any of which are available to readers who wish to maintain complete files for reference.

To secure copies of either *The Bulletin* or the Index address, Supervisor of Publications, Room 905, Delaware and Hudson Building, Albany, N. Y.

Safety Records

DECEMBER 1930 goes down in Delaware and Hudson history as the first month during which there was not a reportable injury in the Motive Power, Car, or Maintenance of Way and Structures Departments.

Coming as it does at the conclusion of a seven year struggle, started in 1923, to effect a progressive annual reduction of 5 per cent during a seven year period terminating with 1930, this record is very real evidence of the progress which Accident Prevention has made on American railroads in this time.

Not only was the goal of a 35% reduction of accidents reached by Delaware and Hudson employees, but they effected a reduction of 60% in employee fatalities and 65% in employee injuries as compared with 1923—truly a commendable record.

But the end is not yet! As in the case of engine failures, train delays or any of the myriad details which lower operating efficiency below the 100% mark, one injury is too many.

That is why the excellent record made to date was only a "trial trip." The real test comes on the next lap which closes with 1933. Having adopted the slogan "33 by '33" the members of the American Railway Association will attempt to effect a one-third reduction in accidents by the close of 1933.

This is no easy task and its accomplishment will require the help of every employee as most of the "slack" has been taken out during the past seven years. Certainly, departments which can go for a month at a time free from accident cannot show much improvement. On the other hand a mishap more or less will effect the percentage figures tremendously.

Anyone can do an easy job, but the true test is to tackle something difficult. What will be written in *The Bulletin* of February 1, 1934?

Rules of the Game

MANY rules for the government of human conduct have been laid down and all of them have been broken. Still, it isn't a bad idea to think about some of them occasionally, and if possible give the sensible ones a trial.

An exchange prints a few, attributed to Walter Johnson, famed pitcher and manager of the Washington Senators, and while they particularly apply to the game of baseball, the principles enunciated are equally applicable to the game of life in general. Johnson says:

"Play fair; be on the level.

"Have respect for discipline.

"Never alibi for failure; accept the breaks of the game as they come.

"Grit your teeth and bear down when things look toughest.

"Live cleanly.

"Don't criticize fellow players.

"Never quit!"

"Taylorism"

THE second and final installment of Mr. Coughtry's article "Taylorism" appeared in the January 15 issue of *The Bulletin*. The second of the series, "Mass Production," commences in *The Bulletin* of March 1st, to be followed shortly by "Rationalization" the third and final article.

Bowling League Holds Smoker

THE Men's Bowling League of the Albany Delaware and Hudson Athletic Association opened its 1930-31 social season with a smoker held in Kapp's Restaurant, Rensselaer, at which the German Young Men's team in the Albany City League and the members of the Ladies' Bowling League of the Association were present as invited guests.

Shortly after 9 o'clock an old fashioned German Sauerkraut supper was served following which J. RAYMOND LINDSAY, President of the Bowling League; W. S. PALMER, Auditor of Revenue; and FRED McCORMICK, Commissioner of Bowling in Albany, spoke briefly.

At the close of the luncheon, the guests gathered in the reception hall for a program of entertainment and dancing, featuring the Delaware and Hudson Quartet, composed of Messrs. CHARLES RUHTZ, PAUL CLICKNER, JOHN KEEFE, and JAMES BRITTON, and Miss Evelyn Cox, of Watervliet, whose tap and athletic dances were well received. Music for the dancing, which continued until well after midnight, was furnished by Rausch's Orchestra of Colonie.

The Job of Getting a Job

(Continued from page 41)

thought out clearly can be set down on paper concisely.

"In the task of self-analysis, it is a good rule to write down one's record, from job to job in detail, and then to sit in judgment on the unessentials. Ask, 'Would that fact interest me if I were an employer?' If it wouldn't, eliminate it. Keep on eliminating. By this test one gets down to bedrock—the three, four, or five reasons why one's services are of value.

"The second step of the applicant should be as definite. He should decide with clear-cut directness exactly what job he hopes to get. This may sound elemental, and it is. However, it is one of the most difficult decisions that thousands of job-seekers find it necessary to make. They don't know what they want to do.

"If, through industrial changes, the job-seeker finds it necessary or advisable to abandon his calling and enter another, he should try to base his new choice on his training as well as on his desires. Too many of us want jobs we can't fill. Many of us can fill jobs we don't want. The ideal job, then, is a rarity. Most work is founded on compromise.

"The years between thirty-five and forty are disturbing too many men. Perhaps advancement has been slow. The road has been rougher than the books promised. The man of this age begins to doubt either himself or the world, especially if he is out of work. He is frequently at sea over what to try next.

"The simplest way to settle that doubt is to take a classified business directory, such as the big city telephone companies issue, and begin with 'A.' If there is any kind of work under the sun that will arouse dormant desire, it is indicated in such a directory somewhere between 'Abattoirs' and 'Zinc pipes.' If the work isn't there, it's not the employer that's to blame.

"Sometimes a change in job is all that is necessary to revive interest and enthusiasm in work long done. There is the case of two bed manufacturers and their two managers. The managers were dissatisfied with their jobs, and their respective employers were dissatisfied with results. Each factory was below par.

"So Jones, head of the one factory, advertised for a new manager and hired Smith's man. Smith also advertised and hired Jones' former manager. By the end of a year both companies were doing record-breaking business, and the two managers were each profiting by substantial increases in their salaries.

Surveying the Market

"ONCE a self-analysis has been made and a definite type of work decided upon, the applicant is ready to take his third step, a survey of the market. The bigger jobs are the fewest in number. A bookkeeper may live in a town where a thousand bookkeepers are employed, but let him rise to executive grade and at once the number of positions available to him in that town is reduced to a handful. After exhausting the local possibilities of employment, he must look beyond his town to the national field.

"It is almost impossible for him to cover more than a small fraction of the national market by personal inquiry. He may resort to mail inquiry, advertising, or consult a placement agency such as the Exchange. Again I favor the last-mentioned course. The man who was formerly highly placed is at a disadvantage if he is openly in the job line. His dignity suffers and his reputation as well.

"Some months ago a man widely known in New York financial circles found it necessary to seek a new connection. Without disclosing his name, the Exchange made confidential inquiries that led to this man's receiving several offers in a few week's time. His change from one position to another was regarded both by his old asso-

The Delaware and Hudson Railroad Bulletin

ciates and his new as a purely voluntary one and in the nature of a promotion. The contrary would have been true had he undertaken the negotiations directly.

"Before applying for a job, it pays to learn something of the prospective employer and his preferences. What the employer hopes to find in an applicant depends largely on the type of job to be filled. If it is a job below five thousand dollars a year, he is prone to specify a list of very definite requirements that may have no relationship whatsoever with the work itself. Personally, I believe that this practice is overdone and is a bad one for the business concerned; but since it is a practice, the job-seeker must take it into account.

"Not long ago an employer in Brooklyn wanted an accountant. He specified that the applicant must be a man between thirty and thirty-five, a native American, married, in good health, of a named religious affiliation, a resident of Brooklyn, and with previous experience in the candy business. The man who got the job wasn't the best accountant available, but he was the only one of a long list who met all seven requirements.

"This tendency of employers to specify makes it necessary for the applicant, as he prepares his case, to know something of the employer's idiosyncrasies. He will merely waste time and come to grief if he ignores them. A railroad officer of my acquaintance won't hire a man who refers to railroading as a 'game,' he says it is a serious business. Another employer detests unconventional haircuts. A third prefers graduates of Amherst College.

"Paradoxically, however, the bigger the job involved the less inclined is the employer to go into personalities. Above five thousand dollars in salary, the record of the man becomes of ever-increasing importance. The question here is not so much what you are, but what you have done. Personality, appearance, and incidental qualifications are pushed ever farther into the background as the salary rises.

"I have known employers to hire at big salaries men whom they personally detested and who, had they been in the lower salary brackets, would not even have been considered. The reason has been the man's demonstrated record. He was a proven producer of results, a fact that out-weighed all other considerations.

(To be continued)

Doctor—I'll examine you for \$15.

Patient—All right, Doc. And, if you find it, we'll split fifty-fifty.

A Problem

M ECHANICVILLE and Mohawk are 16 miles apart. Locomotive 1401 leaves Mechanicville just as No. 1402 leaves Mohawk. No. 1402 travels toward Mechanicville at the rate of 4 miles per hour while No. 1401 approaches Mohawk at 12 miles per hour (each having a running start at this speed which does not change).

As the 1401 leaves Mechanicville a hound dog starts to race the train, but as he can hit a sustained pace of 16 miles per hour he soon leaves the 1401 and races ahead till he sees the 1402 approaching.

Joyously he turns and races back toward the 1401, upon reaching which he again reverses direction and thus continues to "shuttle" between the engines until they meet. (This line is double-tracked).

Question: HOW FAR DOES THE DOG TRAVEL FROM THE TIME THE ENGINES START FROM THE POINTS MENTIONED UNTIL THEY MEET?

Mere Man

T HE age-old question, Why is Man? has never been answered, at least not to the entire satisfaction of all concerned. The question, What is Man? remained a mystery (notwithstanding the fact that he has from time to time been called almost everything, from an insect to a donkey) until modern chemistry divulged the following: Man is made up of enough fat to make seven bars of soap, enough lime to whitewash a garage door, sugar enough to frost a cake, enough iron to make a nail, a small dose of magnesium, potassium enough to fire a small cannon, sulphur enough to rid a dog of fleas, phosphorus enough for a box of matches, and a couple of buckets of water.

The Bride—"I want a nice piece of meat without bone, fat, or gristle."

Butcher—"Madam, I think you'd better have an egg."

First Englishman: "Charlie, did you hear that joke about the Egyptian guide who showed tourists two skulls of Cleopatra—one as a girl and one as a woman?"

Second Englishman: "No, let's hear it,"—*Monroe Micrometer*.

Clicks from the Rails

Oldest Typewriter?

For the past twenty-eight years James Gedding has been employed as telegrapher by the Pennsylvania Railroad at Reynoldsville, Penna. During all of that time he has "pounded out" messages on what he believes to be the typewriter with the longest service record on any railroad in the country. It is a "blind" Smith-Premier No. 2, which has been in use every day of the year since it was purchased.

* * *

Strongest Engineman

Clyde Vickery, Southern Pacific Engineman at Oakland, Calif., claims to be the strongest engineman in the country. Mr. Vickery is light-heavyweight wrestling champion of the state, and a swimming and wrestling coach at the Oakland Y. M. C. A. He keeps in trim by bending iron bars around his neck and tearing packs of cards in two.

* * *

Sliding Bumping Posts

It is claimed that a new sliding bumper, recently installed at Munich on the German State Railways, can be hit with safety at 22 miles per hour. The bumping block rests on top of about ten ties, laid close together and the rail runs between the bottom of the block and the top of the ties.

* * *

Engine Had Double Headlight

Probably the only locomotive ever operated in this country with two headlights was the New Haven Road's old Number 129, which pulled the famous New England Limited, the "Ghost Train," on its non-stop run from Boston to Williamantic. The chief reason for equipping the engine with two headlights was to distinguish it as a limited train, one of the first, by the way, in this country. The lights were mounted side by side on top of the smokebox, in front of the smokestack.

Builds Model Locomotives

A. M. P. Cowley, of St. Paul, Minn., has been building locomotives (all of which work) for fifty years. However, once he has completed one and seen it in operation, he lays it away on a shelf or gives it to a friend.

"I get a kick out of building them," he says. "After I've seen an engine run, I'm through and ready to start another."

The only exception to this rule is a perfect working model of a K-4 type locomotive of the Pennsylvania, built on the scale of one half inch to one foot. The engine, which took Mr. Cowley two years to complete, is mounted on a section of track, also built to scale, in his home.

* * *

Bill Clerk's Nightmare

The lack of originality displayed in naming towns plays no small part in the number of shipments going astray. Supposing, for example, that a shipment is destined to a station called Summit. There are 92 such stations to choose from. Some states have as many as five Summits. Then there are 44 Riversides, 38 stations each named Williams and Wilson, 36 named Oakland, 35 each named Midway and Franklin, and 34 each named Clifton, Marion, and Adams. Hamilton and Anderson are popular names too, with 33 stations. Included among the other names of stations that recur 30 or more times on the railways of this country are: Davis, Florence, Greenwood, Harris, Taylor, and Walker, each with 31; and Arlington, Fairview, Miller, and Nelson, with 30 apiece.

* * *

Traveling Pianos

Probably the only train in the world which carries a piano as part of its regular equipment in lounge cars, is the Transcontinental Limited of the Trans-Australian Railway.

Twelve Railroading Mayors

In a recent letter to the editor of *Railway Age*, Robert Scott, Editor of the *Atlantic Coast Line News*, calls attention to the fact that there are twelve employees of that railroad who also hold the position of mayor in their respective towns and cities. Four of these twelve cities are in South Carolina, three in North Carolina, two in Georgia, and three in Florida. There is another employee of this road who is president of the city council of Dothan, Ala.

* * *

Rubber Tires for Cars

A railroad car wheel, developed by E. F. Maas of the Goodyear Rubber Company's engineering staff, employs a rubber cushion between the tire and hub to absorb minor jolts in running over switches and rail joints. An added advantage claimed for the new wheel is that both tire and cushion can be renewed, using the old journal.

* * *

Coincidence in Fives

An exceptionally striking example of the long arm of coincidence occurred recently when, at a London terminal station of the Southern Railway (England) a passenger applied for a first-class ticket at 5 minutes to 5 o'clock, for the 5:05 p. m. train. The fare was 5 shillings, 5 pence, and the ticket was number 5,555. — *News Chronicle, London*.

* * *

Continent-Crossing Record

Few, if any, people have equalled the record of the late Frank E. Parsons who crossed the American continent 12,628 times. Mr. Parsons accomplished this unusual feat during his twenty years as conductor on the Panama Railroad, making one or more trips across the isthmus almost daily.

Lincoln



Wise with the wisdom of ages,
Shrewd as man of trade,
Grim as the prophets and sages,
Keen as a damask blade.

Firm as a granite-ribbed mountain,
Tender as woman's song,
Gay as a scintillant fountain—
Yet he was oaken strong.

Here, the wonder of aeons;
Born unto pain and strife;
Dead, 'mid a thousand paeons.
Deathless, he enters life.

—*Thomas Curtis Clark.*